

Federal Bureau of Investigation
Equal Employment Opportunity Information
Fiscal Years 1999-2004

On May 15, 2002, President Bush signed the Notification and Federal Employee Anti-Discrimination and Retaliation Act (No FEAR Act), which increases federal agency accountability for acts of discrimination or reprisal against employees.

One of the requirements of the No FEAR Act is that federal agencies post on their public websites certain summary statistical data relating to equal employment opportunity (EEO) complaints filed against the respective agencies. The statistics listed below are for the last five fiscal years and through the first quarter of the current fiscal year. These statistics will be updated quarterly.

The Federal Bureau of Investigation's information concerning EEO complaints is listed below.

	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
I. Number of Complaints						
A. Pending at the Beginning of the FY	187	262	262	317	386	336
B. Filed During the FY	23	96	105	86	113	165
C. Pending at End of FY	190	187	262	262	317	386
II. Breakdown of All Complaints Filed During FY by Basis						
A. Race						
1. American Indian/Alaskan Native	0	2	0	0	0	2
2. Asian American/Pacific Islander	0	5	0	1	4	20
3. Black	22	64	24	37	31	82
4. White	3	9	11	13	16	11
B. Color	0	2	0	0	0	0
C. Sex						
1. Female	22	90	75	91	65	66
2. Male	3	31	27	17	14	15
D. Age	2	115	19	20	44	53

	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
E. Religion.	1	1	9	3	3	9
F. National Origin						
1. Hispanic	1	12	35	17	11	20
2. Other	1	16	12	7	12	38
G. Disability						
1. Mental	0	23	3	10	12	25
2. Physical	4	15	13	29	15	49
H. Equal Pay Act	0	0	0	0	0	0
I. Reprisal	24	142	90	70	79	200
III. Breakdown of All Complaints Filed During FY by Issue						
A. Appointment/Hire	1	65	8	6	10	24
B. Assignment of Duties	8	64	27	52	45	38
C. Awards	3	12	5	2	12	6
D. Conversion to Full Time	0	2	2	0	0	0
E. Disciplinary Action						
1. Demotion	0	9	0	0	0	11
2. Reprimand	0	12	5	2	0	6
3. Suspension	0	18	8	0	0	5
4. Removal	0	11	7	9	15	33
5. Other	2	15	14	21	11	1
F. Duty Hours	3	6	6	10	0	3
G. Evaluation/Appraisal	1	52	26	26	30	53
H. Examination/Test	0	7	0	1	2	1
I. Harassment						
1. Non-sexual	10	52	47	30	21	70

	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
2. Sexual	0	4	6	1	4	4
J. Medical Examination	0	3	1	0	2	N/A
K. Pay Including Overtime	3	9	2	0	2	2
L. Promotion/Non-Selection	8	50	56	30	52	82
M. Reassignment						
1. Denied	2	15	7	6	0	3
2. Directed	0	20	19	15	6	3
N. Reasonable Accommodation	0	0	5	5	5	3
O. Reinstatement	0	0	5	1	7	0
P. Retirement	0	0	0	0	0	5
Q. Terms/Conditions of Employment	3	30	21	13	4	16
R. Time and Attendance	3	14	7	0	4	1
S. Training	0	14	7	10	24	27
T. Other	3	29	29	33	41	183
IV. Final Agency Decisions - With or Without a Hearing						
A. Total Number of Final Agency Decisions						
1. Without a Hearing	8	89	32	61	73	25
2. With a Hearing	6	47	13	12	32	27
A. Average Number of Days for Final Agency Decision						
1. Without a Hearing	572	690	895	1040	791	713
2. With a Hearing	1492	1477	1271	1004	978	896
B. Total Number of Complaints Dismissed						
1. By Department of Justice (DOJ)	1	24	15	35	47	26
2. By Administrative Judge (AJ)	0	2	11	6	0	N/A

	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
C. Average Number of Days from Receipt to Dismissal						
1. By DOJ	1100	371	233	454	538	340
2. By AJ	0	912	835	988	0	N/A
V. Final Agency Decisions Resulting in a Finding of Discrimination						
A. Without a Hearing	0	2	0	0	0	1
B. Broken Down by Basis						
1. Race						
A. American Indian/Alaskan Native	0	1	0	0	0	0
B. Asian American/Pacific Islander	0	0	0	0	0	0
C. Black	0	0	0	0	0	0
D. White	0	0	0	0	0	0
2. Color	0	0	0	0	0	0
3. Sex						
A. Female	0	1	0	0	0	0
B. Male	0	0	0	0	0	0
4. Age	0	1	0	0	0	0
5. Religion.	0	0	0	0	0	0
6. National Origin						
A. Hispanic	0	0	0	0	0	0
B. Other	0	0	0	0	0	0
7. Disability						
A. Mental	0	1	0	0	0	0
B. Physical	0	1	0	0	0	0
8. Equal Pay Act	0	0	0	0	0	0

	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
9. Reprisal	0	2	0	0	0	1
C. Broken down by Issue						
1. Appointment/Hire	0	0	0	0	0	0
2. Assignment of Duties	0	1	0	0	0	0
3. Awards	0	0	0	0	0	0
4. Conversion to Full Time	0	0	0	0	0	0
5. Disciplinary Action						
A. Demotion	0	0	0	0	0	0
B. Reprimand	0	0	0	0	0	1
C. Suspension	0	0	0	0	0	0
D. Removal	0	0	0	0	0	0
E. Other	0	1	0	0	0	1
6. Duty Hours	0	1	0	0	0	0
7. Evaluation/Appraisal	0	0	0	0	0	0
8. Examination/Test	0	0	0	0	0	0
9. Harassment						
A. Non-sexual	0	0	0	0	0	0
B. Sexual	0	0	0	0	0	0
10. Medical Examination	0	0	0	0	0	0
11. Pay Including Overtime	0	0	0	0	0	0
12. Promotion/Non-Selection	0	1	0	0	0	0
13. Reassignment						
A. Denied	0	0	0	0	0	0
B. Directed	0	0	0	0	0	0
14. Reasonable Accommodation	0	0	0	0	0	0

	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
15. Reinstatement	0	0	0	0	0	0
16. Retirement	0	0	0	0	0	0
17. Termination	0	0	0	0	0	0
18. Terms/Conditions of Employment	0	0	0	0	0	0
19. Time and Attendance	0	0	0	0	0	0
20. Training	0	1	0	0	0	0
21. Other	0	0	0	0	0	0
D. With a Hearing	0	0	0	0	0	1
E. Broken down by Basis						
1. Race						
A. American Indian/Alaskan Native	0	0	0	0	0	0
B. Asian American/Pacific Islander	0	0	0	0	0	0
C. Black	0	0	0	0	0	0
D. White	0	0	0	0	0	0
2. Color	0	0	0	0	0	0
3. Sex						
A. Female	0	0	0	0	0	0
B. Male	0	0	0	0	0	0
4. Age	0	0	0	0	0	0
5. Religion.	0	0	0	0	0	0
6. National Origin						
A. Hispanic	0	0	0	0	0	0
B. Other	0	0	0	0	0	0
7. Disability						
A. Mental	0	0	0	0	0	0

	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
B. Physical	0	0	0	0	0	1
8. Equal Pay Act	0	0	0	0	0	0
9. Reprisal	0	0	0	0	0	0
F. Broken down by Issue						
1. Appointment/Hire	0	0	0	0	0	1
2. Assignment of Duties	0	0	0	0	0	0
3. Awards	0	0	0	0	0	0
4. Conversion to Full Time	0	0	0	0	0	0
5. Disciplinary Action						
A. Demotion	0	0	0	0	0	0
B. Reprimand	0	0	0	0	0	0
C. Suspension	0	0	0	0	0	0
D. Removal	0	0	0	0	0	0
E. Other	0	0	0	0	0	0
6. Duty Hours	0	0	0	0	0	0
7. Evaluation/Appraisal	0	0	0	0	0	0
8. Examination/Test	0	0	0	0	0	0
9. Harassment						
A. Non-sexual	0	0	0	0	0	0
B. Sexual	0	0	0	0	0	0
10. Medical Examination	0	0	0	0	0	0
11. Pay Including Overtime	0	0	0	0	0	0
12. Promotion/Non-Selection	0	0	0	0	0	0
13. Reassignment						
A. Denied	0	0	0	0	0	0

	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
B. Directed	0	0	0	0	0	0
14. Reasonable Accommodation	0	0	0	0	0	0
15. Reinstatement	0	0	0	0	0	0
16. Retirement	0	0	0	0	0	0
17. Termination	0	0	0	0	0	0
18. Terms/Conditions of Employment	0	0	0	0	0	0
19. Time and Attendance	0	0	0	0	0	0
20. Training	0	0	0	0	0	0
21. Other	0	0	0	0	0	0
VI. Status of All Pending Complaints at End of FY						
A. Pending Acceptance/Dismissal	20	24	28	39	61	95
B. Pending Investigation	63	54	87	65	111	138
C. Pending Final Agency Decision	75	82	84	103	81	73
D. Pending Hearing	32	27	63	55	64	73
VII. Investgations						
A. Number of Investigations Completed	14	97	83	131	116	129
B. Average Number of Days to Complete Investigation	303	407	458	478	581	433